



Finding the Leader in You

The More Courageous Path



Instructed by Lt. Jim Glennon (ret)

- * Owner: LifeLine Training and Calibre Press
- * Former Adjunct Instructor: Northwestern University School of Staff and Command
- * Master's Degree in Law Enforcement Justice Administration
- * Police Trainer/ ILEETA, FLETC Contracted Instructor
- * Author: *Arresting Communication: Essential Interaction Skills for Law Enforcement*
- * Columnist: LawOfficer.com & Law Officer Magazine
- * 2010 "Maggie" Award Winning Columnist
- * Below100 Contributor

Finding the Leader in You is a course designed around the concept that everyone can be a successful leader. To do so requires us to understand the fundamentals of human interaction and implement changes that make a difference.

The foundation of leadership requires that you focus on two things; mission and people. Those willing to take the more courageous path and "Find the Leader" within, must understand the need to create a clear vision and develop effective relationships with those responsible for accomplishing that mission. This course is designed to help leaders produce future leaders by building an organization that encourages creativity, effort and production... independent of supervision.

During this dynamic and entertaining seminar participants will discuss and learn about the following:

- **Common Denominators of Successful Organizations and Successful Leaders**
- **Mission and Goals**
- **The Human Animal and Emotional Intelligence**
- **Consequences of Poor Leadership**
- **Developing Trust**
- **The Importance of Ethical Leadership**
- **Creating an Effective Organizational Climate**
- **Appreciation and Discipline**
- **Self-Examination**
- **Taking Responsibility**

AGENDA

Day One

I . Introduction

1 – 1 ¼ hours

A. Opening

- 1) Instructor Introduction
- 2) Disclaimers
- 3) Course Introduction
- 4) Case study Officer murder and leadership responsibility

B. Goals & Objectives of the Seminar

- 1) Examine the traits of successful organization
- 2) Tackle the ethical obligations of leadership
- 3) Study traits common among effective leaders
- 4) Discuss the four truths about human beings
- 5) Explore the Principles of Interaction for Leaders

Objectives:

- Discuss how leadership impacts all aspects an organization
- Learn that all managers must take responsibility for their strengths and weaknesses as leaders
- Examine excuses for not leading
- Accept that leading begins with understanding both the mission and people

II. Reasons Organizations Fail

1 – 1 ¼ hours

A. System Flaws

1. Mission
2. Lack of Accountability
3. Silos (vertical & lateral)
4. Poor Leadership

B. Leadership Flaws

C. Historical Leadership

D. Self-Examination and Taking Responsibility

E. Summary of what works

1. Understand and establish clear mission
2. Understand People
3. Focus on both
4. Establish effective climate

Objectives:

- Understand historical reality of success and failure from a leadership standpoint
- Challenge students to study leadership and managing people

AGENDA – (cont)

III. Survey

1 – 1 ¼ hours

- A. Discuss True Leadership**
- B. Personal Leadership Goals**
- C. Leading in a Law Enforcement Environment**
- D. Courageous Leadership defined**

Objectives:

- Discuss the reality of leadership traits
- Examine true strengths and weaknesses
- Recognize the difficulty of leading in a government environment
- Importance of Mission
- Discuss the customer service philosophy in law enforcement
- Acknowledgement of violence as an aspect of law enforcement and the responsibility of leading with that in mind

IV. Common Denominators of Successful Organizations

3 - 3½ hours

- A. Leadership is Not Left to Chance**
- B. Communal Spirit**
- C. A Synergistic System**
- D. Talent is the Key**
- E. Mission, Purpose, Goals and Objectives**
- F. Clear and Effective Chain of Command**

Objectives:

- Understand that management / leadership theory is just that and there has to be a application in the real world that is effective
- Analyze what actually works
- Examine foundational principles of success on an organizational level
- Discuss the absolute need to establish a climate of trust within a leader's span of control
- Embrace the Talent concept
- Realize the need for clear goals and an accepted Mission
- Discuss Chain of Command issues

AGENDA – (cont)

Day Two

V. Ethics and the Law Enforcement Manager

1 ½ - 2 hours

A. Why the discussion at this level?

B. Toxic Organizations

C. Survey and Discussion

Objectives:

- Discuss the difference between ethics and rules violations
- Establish responsibility for unethical behavior in an organization
- Recognize that ethics begins in the managerial ranks
- Determine how to move forward with ethics training

VI. The Common Denominators of Successful Leaders

5 hours

A. People quit people, not organizations

B. First Break All the Rules (Gallup Study)

C. Take Command and Assume Responsibility

D. Empowerment and Trust

E. Lead by Example

F. Deal with Problem Employees

G. Understanding the Realities of the Human Animal

H. Interaction Principles for Leaders

Objectives:

- Understand that people depend and react to other people
- Realize that leaders must understand human beings and their fundamental needs
- Recognize that the workplace is a personal place and people take their jobs / careers personally
- Study the Gallup poll that assisted in forging a new understanding of practical and effective leadership
- Discuss the realities of taking a leadership position
- Learn that trust is established by the leader and it is a foundational and necessary aspect of organizational success
- Establish that people want leaders who are involved and understand the mission and how to accomplish it
- Learn that employees look for assistance from leaders and want direction
- Recognize that being a courageous leader involves questioning the status quo for both the individual leader and the organizational system as a whole
- Discuss the need to deal with problem employees
- Develop an understanding of the human animal
- Learn the Principles of Interaction so that they can be utilized on a daily basis